

ARE YOU CHANGE READY?

Is your organisation looking to make changes? It might be introducing new software, a relocation or acquiring a new business.

There is enough research around, particularly from the world-renowned change management company Prosci, that you need to seriously plan how you are going to approach your change project with change management.

Prosci's change management methodology is developed based on research with over 3,400 participants over the last twenty years. What is unique about the methodology is that it comes from real project leaders and teams reflecting on what worked, what did not, and what they would do differently on their next project.

And there's the link. Every change is a project and every project is a change.

Here are just a few things to consider for a change project:



<p>Do you have a sponsor for the change? – This is someone with influence who can lead the change, be active, visible throughout the change and can develop a sponsor coalition to lead and cascade influence through the organisation</p>	<input type="checkbox"/>
<p>Do you have a change management strategy? – This is a plan of how you are going to tackle the change and engage people within the organisation</p>	<input type="checkbox"/>
<p>Have you dedicated resources to change management? – This includes budget to fund the actual change, but just as importantly the human resources to manage the strategy, the people side of the change and the plans such as communication, training and coaching managers on their role in the process. This very much involves buy in and engagement from your senior executive team to gain these resources</p>	<input type="checkbox"/>
<p>Do you have a project plan? – This includes timelines, milestones etc, but also it needs to be integrated with your change management plan, ie your plan for the people side of the change. It's all about engagement to execute the change</p>	<input type="checkbox"/>
<p>Do you have engagement with your leaders – From the Prosci research, 43% of mid managers resist change projects and 27% of senior leaders and Executives resist change projects. Are your leaders on the bus? You firstly need to identify where the resistance is to the change and why it exists. And secondly, do your mid and senior managers have the skills and mindset to be able to coach their teams through the change</p>	<input type="checkbox"/>
<p>Do you have a Communication plan? – This is all about identifying the different levels within your organisations and determining the specific messages they need to hear about the change and in a way that appeals to them. And they need to hear it more than once! It's not about a 'blanket approach' of one email fits all</p>	<input type="checkbox"/>

Change is a big deal. If not done well, it will cost you. The costs come from not meeting project objectives, the reduced impact of the investment in the change itself (eg the cost of the software) and the negative impact on your people (stress, loss of productivity, resignations).

From the Prosci 2016 Benchmarking study, of the 245 research participants who reported having excellent change management effectiveness, 93% met or exceeded project objectives

So, if the above checklist sees you answering no to one or all of them, your change will suffer.

Maria and Tracy are **Accredited Prosci Change Management Practitioners**. We can talk you through the methodology of what it will take to make your change happen successfully. Please give us a call to talk about your change: **Phone 07 3902 1002**

Acknowledgement to Best Practices in Change Management. Prosci Benchmarking report, 2018 Edition.